



Natural Resources Conservation Service
One Credit Union Place, Suite 340
Harrisburg, PA 17110-2993

SUBJECT: EOP – Civil Rights Policy Statement

DATE: January 8, 2008

TO: All Pennsylvania NRCS Employees

FILE CODE: 230

As State Conservationist for NRCS in Pennsylvania, I am committed to ensuring the civil rights of USDA's customers and employees. Every customer and every employee must be treated fairly and equitably and with dignity and respect. I expect all NRCS employees in Pennsylvania to share in this commitment.

This is a policy for all of our customers and all of our employees – regardless of race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, and marital or family status. There are no exceptions . . . there are no excuses.

I hold all managers and line officers, indeed every employee, responsible for civil rights relative to NRCS in Pennsylvania. Retaliation of any kind against employees or customers will not be tolerated. Sexual harassment of any employee or customer will not be tolerated.

We must all embrace and value diversity. Some of our greatest strengths lie in our differences: our different backgrounds, heritages, viewpoints, abilities and ideas. By combining this diversity, we can provide the best products and services for our customers.

We must also actively outreach to identify and provide services to limited resource producers, minority and female customers and under-served clientele. Our customers and our fellow employees expect and deserve nothing less than a discrimination-free place of business.

/s/ William J. Bowers, Acting

CRAIG R. DERICKSON
State Conservationist

